



MSD Pharmaceuticals Private Limited
7th Floor, Tower-B,
Vatika Towers, Sector-54,
Gurgaon - 122002 INDIA
Tel : +91-124-4647300
Fax: +91-124-4375564/61

June 9th, 2008

Mr. Reeju P
37/1830A, "Veena"
Kanjirar Nilam East Hill
P.O Karaparamba
Calicut 673010
Kerala

Dear Reeju P,

Following our different discussions and interviews, we are pleased to confirm our interest in offering you a position with MSD Pharmaceuticals Private Limited (hereinafter referred to as the "Company"). This offer shall be subject to the following terms and conditions:

1. You will be appointed to the position of **Territory Business Manager** and will carry out other related services as required by the Company from time to time.
2. Your employment shall commence on **June 9th, 2008**. Upon reception of your acceptance and your starting date we will prepare a written work contract that will include the mentioned terms and conditions.
3. You shall receive a starting annual compensation package on Total Fixed cost of **290000/- INR** per annum, inclusive of basic salary, all taxable and non-taxable allowances and other statutory payments but excluding retirement benefits.
4. In addition you shall be eligible to a variable compensation in link with performance and based on Company's incentive plans, which shall be determined at the sole discretion of the Company.
5. You shall be eligible to participate in benefits plans sponsored by the Company which may be reviewed and modified from time to time at its sole discretion.
6. You shall report into the Gurgaon office of the Company. Travels inside and outside India will be part of your position. You shall declare that you hold and/or maintain a valid work permit, travel visa(s) or any other license(s) possibly required for that.
7. You will devote your entire services, skills and abilities to your employment hereunder, to promptly, diligently and faithfully do and perform all services and duties pertaining to said employment that are or may be required of you by the Company.
8. You will comply with all the Company's rules and regulations, including without limitation with the Company's Ethical Business Practices policy, as developed



Regd. Office:
1544, Level 15
Eros Corporate Towers
Nehru Place
New Delhi - 110019 (India)

Central Warehouse:
Gala No. 1, Building No. J-3
Arihant Corporation
Koper Village
Bhiwandi - 421302 (India)



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from time to time, as well as with all the laws, regulations and decrees in force in India.

9. You will treat all information acquired in the course of this employment as strictly confidential.
10. This offer is subject to verification with the references and Medical examination.

This letter is sent to you in duplicate. If you agree to be employed by the Company subject to all the above terms and conditions, you are kindly requested to sign both the originals, returning one to us for our records.

Should you need any additional information, please do not hesitate to contact me.

Yours Sincerely,


Swadeshi Behera

Director – Human Resources

I have read and understood the contents of this letter and agree to be employed by the Company on the terms and conditions stated above.

Signature: 

Name: Mr. Reeju P

Date: 19/06/2008

November 4, 2011

Mr P Reeju
42500579

Dear Reeju,

We are pleased to promote you to Grade **M07** as **Area Business Manager – Women's Health Care** with effect from November 1, 2011. Your services are also being transferred from Calicut to **Jaipur**. In this new posting you will be reporting to Ms. Subhashish Mazumdar, Sales Manager – Women's Health Care or his nominee or such other person as may be nominated from time to time.

Consequent to your promotion, your Annual Base Salary stands revised from INR. 409,152/- to INR **531,600/-** with effect from August 11, 2011.

The revised structure of your Total Fixed Cost is as under:

Basic	276,000/-
HRA	138,000/-
Transport Allowance	9,600/-
Special Allowance	108,000/-

Also you will be entitled to a relocation allowance as per the policy. Further please note that as per policy, if you terminate your employment with the Company within one year of your transfer, you will be required to repay the relocation allowance to the Company.

All other terms and conditions of your employment remain as per the employment contract. Please note that this information is completely confidential.

Sincerely,



Sameer Tamhane
Director – Human Resources